

FY 2002-2004 PERFORMANCE BASED INCENTIVE

SECTION 1

GENERAL INFORMATION

Performance Incentive Number: PBI-16 (National Security)
Program Based Summary Number: N/A
Performance Incentive Short Title: National Security Programs
Revision Number & Date: Rev 1 August 20, 2003
Maximum Available Incentive Fee: \$1250K in FY03; \$1.900K in FY04
Performance Incentive Type: ☒Base ☐Stretch ☐Superstretch
Duration: ☐Annual ☒Multi-year
Fee Payment Type: ☒Completion ☒Progress ☐Provisional
DOE Technical Monitor: Don MacDonald
BBWI Technical Monitor: Laurin Dodd
(check appropriate box)

SECTION 2

PERFORMANCE OUTCOMES

Check Appropriate Box:
☒ Outcome #1 Deliver science-based, engineered solutions.
☐ Outcome #2 Complete environmental cleanup responsibly.
☐ Outcome #3 Provide leadership and support to optimize investments.
☐ Outcome #4 Enhance scientific and technical talent, facilities, and equipment.

SECTION 3

PERFORMANCE MEASURES AND EXPECTATION (S)

List associated performance measures and performance expectations for FY02. Identify associated PBS # for each performance measures as appropriate.

Measure 1: Accomplish the goals in the revised INEEL National Security Business Plan.

Expectation 1.1: Successful completion of the goals in the revised Business Plan is required to earn fee on this measure. The Business Plan will outline specific goals for assuring that INEEL capabilities are brought to bear on the national challenges related to Homeland Security. If the Business Plan requires revision during the life of this PBI, revisions to the plan must be approved by DOE-ID and finalized before the start of any given federal fiscal year.

Expectation 1.2: Successfully complete the DoD Critical Infrastructure Protection project in FY03.

Expectation 1.3: Establish a national critical infrastructure protection test range at the INEEL. The test range will be established in accordance with the needs of participating clients to the maximum extent feasible.

Measure 2: Apply laboratory capabilities in support of National and Homeland Security requirements.

Expectation 2.1: Establish long-term viability of the SCADA test bed program.

Expectation 2.2: Develop a physical security business line within the National Security Division.

Measure 3: Establish long-term viability of a materials science research program in support of the national security mission.

Expectation 3.1: Obtain customer concurrence on a one-year \$2.5M research program in accordance with Congressional direction provided in the FY03 Defense Appropriations Bill, perform the program in accordance with the plan and obtain customer support for continuation of the program.

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SECTION 4 FEE SCHEDULE

Identify fee payment schedule for the PBI and the type of payments to be made (e.g., provisional, progress, final) and the basis of the payment (e.g., per canister completed, per assembly, earned value, etc.)

Measure 1:

Expectation 1.1: Fees will be paid based upon the percentage of goals achieved in the business plan for the fiscal year. (\$500K FY03, \$500K FY04) Fees will be earned per the following schedule:

- >95% -- \$500K
- 90-94% -- \$450K
- 85-89% -- \$400K
- 80-84% -- \$300K
- 75-79% -- \$225K
- 70-74% -- \$175K
- <70% --no fee

Expectation 1.2: Scope for the DOD Critical Infrastructure Protection project was defined in March of 2002. Fee will be paid upon completion of DoD Critical Infrastructure Protection project scope as defined. (\$200K)

Expectation 1.3: Full fee will be paid under the following condition: (FY-2004 \$600K)

- Two new projects, in addition to DoD Critical Infrastructure Protection project (and of same relative importance of the DoD Critical Infrastructure Protection project) are initiated at INEEL.

Measure 2: This is a multi-year measure covering FY03/FY04. Fees will be paid in accordance with the following:

Expectation 2.1:

Obtain approval of the comprehensive 8 year SCADA test bed program plan by DOE/DHS. (\$50K)

Obtain DOE-Office of Energy Assurance (EA) approval of a \$3M Energy Assurance Program plan and perform FY03 tasks as scheduled in this plan. (\$200K)

Perform FY04 tasks as scheduled in Energy Assurance Program plan and make measurable progress in establishing a sustainable SCADA Test Bed Program by establishing INEEL representation in one or more industry groups directly related to SCADAs; obtaining from commercial vendors and bringing to the INEEL Test Bed one or more SCADA systems for use in testing, training, and development; enhancing the SCADA Test Bed through establishment of an integrated Cyber security / SCADA Test Bed and participation in the design and procurement of a new INEEL SCADA system; and obtaining funding from at least one client for SCADA testing or development work in FY04. (\$300K).

Expectation 2.2:

Initiate and perform three new projects strategically important to the long-term future of the physical security business line consistent with the business plan. (FY04 - \$300K)

Measure 3: This is a multi-year measure covering FY03/FY04. Fees will be paid in accordance with the following:

Expectation 3.1:

Perform work and meet defined FY03 milestones as detailed in the customer approved research program plan per customer expectations. (\$300K)

Perform work and meet defined FY04 milestones as detailed in the customer approved research program plan per customer expectations. (\$200K)

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SECTION 5

PERFORMANCE REQUIREMENTS

PREVIOUS YEAR'S GATEWAY: *(Describe previous year's gateway (if applicable) that must be completed before fee can be paid under this performance measure. The requirements listed below are the gateway only requirements for this Performance Measure.)*

None

GENERAL REQUIREMENTS: *(Describe other performance required beyond those stated in measure or expectation such as cost constraints or requirements contained in the approved project plan.)*

Cost and milestone targets set by the customer program, through customer controlled program or project planning documentation, must be met.

The INEEL is responsible for maintaining an appropriate work control system (e.g. Detailed Work Plans or similar system) to allow for traceability of project baselines for purposes of demonstrating completion of defined work scopes.

DEFINE COMPLETION: *(Specify performance elements and describe indicators of success [quality/progress]. Include baseline documentation/data against which completion documentation should be compared.) (Stretch goals must be documented by Baseline Change Proposals including documented and verified baselines which are approved by the CO.)*

Completion requirements will be determined per the customer approved project or program baseline.

COMPLETE DOCUMENTS LIST: *(List document(s) that should be submitted, data that should be available, actions to be taken by evaluator to determine actual performance to the requirements stated above.)*

The work scope to be accomplished is funded by a number of clients and customers. The INEEL is responsible for maintaining appropriate project control documentation for each project so as to allow for determination of completion of technical work scope, milestones and costs per customer expectations. DOE-ID may conduct an annual validation audit to document performance against customer requirements.

ASSUMPTIONS/TECHNICAL BOUNDARY CONDITIONS AND REMEDY STATED: *(List foreseeable impacts to performance, which are not covered under the Contract. If the assumption or condition proves false the remedy shall be in effect. If remedy is not possible the next step is renegotiation.)*

If funding for any or all of the activities described in Section 3 becomes unavailable or altered, performance requirements will be renegotiated.